



Return to Work Program

The **RETURN TO WORK (RTW) PROGRAM** at UBC provides assistance to employees to return to work following absence due to illness or injury.

What is the Return To Work Program?

The RTW Program provides a variety of services to help employees return to productive work in a safe and timely manner. Participation in the Program is confidential and voluntary. The University Administration and the University Employee groups have jointly developed the Program.

What services does the RTW Program offer?

If you choose to participate in the Program, specific services offered will depend on your individual situation and needs. Services could include:

- A return to work plan will be developed, and a meeting may be scheduled involving you, your department, and a union or association representative to discuss return to work options.
- A graduated return to work plan may be developed to allow you to slowly build your work hours and/or duties over a period of time.
- If appropriate, an ergonomic assessment of your work site will be provided.

The RTW Program makes sense...

Missing work because of injury or illness is never pleasant. While absence from work for medical reasons is sometimes unavoidable, the RTW Program can help employees who are away from work to get back on track. And that makes sense to all of us.

Who can access the services of the RTW Program?

The Program is available, free of charge, to any UBC employee absent from work due to illness or injury.

How are RTW Program services accessed?

If you are away from work for 1 to 4 weeks or longer, you will be contacted by either the RTW Program or by your Union/Association and provided with additional information about the program. Your participation is voluntary.

What are the benefits of the RTW Program?

Safe and timely return to work is of benefit to employees, unions/associations and the employer through:

- facilitation of open communication between employees, departments and unions/associations.
- improved coordination of external health care providers.
- focusing on ability, not disability - on what an employee can do, not what an employee cannot do.
- maintaining a sense of connection to the workplace.
- protecting the employability of the employee.
- promotion of early and preventative interventions.
- reduced 100% employee funded Income Replacement Plan (LTD) premiums.
- reduced Worker's Compensation Board.

Contact Information:

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For more information on the RTW Program visit: http://www.hse.ubc.ca/health_promotion/rtw/rtw_index.html